GOVERNMENT OF ANDHRA PRADESH
ABSTRCT

GAD – Public Services – Tenure Policy – Government employees / contract employees / outsourcing employees – Period of tenure to work in Peshi / Personal Staff of Ministers/Chief Secretary & Special Chief Secretaries/ Principal Secretaries/ Secretaries/District Collectors/Superintendents of Police and other senior officers– Instructions – Issued.

GENERAL ADMINISTRATION (POLL.A) DEPARTMENT

G.O.Ms.No. 150 **Dated: 05.12.2019.**

ORDER:

It has been observed that many staff members in the Peshi / Personal Staff of Ministers/Chief Secretary & Special Chief Secretaries/ Principal Secretaries/ Secretaries/District Collectors/Superintendents of Police and other senior officers have been either working in the same office or working under the same person for a long period.

2. There are three categories of such employees (Group I to Group IV):
   a. Permanent employees recruited to work in Peshi / Personal Staff such as Stenographers
   b. Permanent employees recruited for a general/ specific purpose, however posted/ attached in Peshi / Personal Staff and;
   c. Staff members hired on outsourcing or contract basis to work in Peshi / Personal Staff

3. It has been noted that the employees who were not specifically recruited to work in Peshi / or in the role of Personal Staff but were posted/ attached in the Peshi / Personal Staff for inordinate amount of time get little exposure, experience and skills in their respective fields. Also, many employees who were recruited for their technical/professional qualifications and skills viz., Doctors, Teachers, Engineers etc., have also been working the Peshi / Personal Staff of Ministers/Senior officers for long period, thereby defeating the very purpose of their recruitment by the Government.

4. It is necessary that other employees are also given opportunity to work in Peshi / Personal Staff of Ministers/ Senior officers.

5. Government, after careful examination of the matter with a view to address the above issues, hereby decided to formulate a tenure policy which would facilitate equal opportunity for employees and smoother running of administration and hereby issues the following instructions:

a) Permanent employees so recruited solely for the purpose of working in the Peshi / Personal Staff of Ministers/ Senior Officers shall not work in one office or with one officer, for more than three (3) years

b) Permanent employees not recruited specifically to work in Peshi / Personal Staff of Ministers/ Senior Officers, however are posted or attached in such offices shall not work beyond the stipulated tenure of three (3) years in their entire service span in Peshi / Personal Staff of Ministers/ Senior Officers. The tenure of 3 years includes services rendered across all offices of all Ministers and Senior Officials put together.

c) Staff members hired on outsourcing or contract basis to work in Peshi / Personal Staff of Ministers/ Senior Officers shall not work in one office or with one officer, for more than three (3) years

6. These orders are applicable to all government employees/ staff members of all levels (Group I to Group IV including attenders) as well as the persons taken on outsourcing / contract basis. These orders shall be applicable to all government employees/ staff members working in all government offices like Ministers, senior officers etc. The Competent Authority for any relaxation of above guidelines is Hon'ble Chief Minister.

7. All Special Chief Secretaries/ Principal Secretaries/ Secretaries shall take up the exercise of shifting the employees/ staff members who have completed the tenure as per the new policy in Secretariat, all HoDs, all Corporations and all Trusts under their control. For the purpose of compliance, the timeline up to 30th November 2019 shall be taken into account for calculating the tenure period of 3 years. The timeline for compliance with these orders and transferring staff is 31.12.2019

8. These orders will come into force with immediate effect.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

NILAM SHAWNEY

CHIEF SECRETARY TO GOVERNMENT

To
All the Special Chief Secretaries/Principal Secretaries/Secretaries
All the Departments in the Secretariat
All the Heads of the Departments
All Collectors & District Magistrates in the State
All Public Sector Undertakings/Corporations/Organizations
Copy to:
All Officers in CMO
The PS to CS
The PS to Prl.Secretary to CM
The PS to the Prl.Secretary (Poll)
SF/SCs

//FORWARDED :: BY ORDER//

SECTION OFFICER